University of Wisconsin - Eau Claire
University Senate Executive Committee

Minutes from October 1, 2002
Volume 39, Number 3

Present: Don Bredle, Ken De Meuse, Andrea Gapko, Susan Harrison, Rose Jadack, Donald Mash, Andrew Phillips, Cleo Powers, Connie Russell, Ronald Satz, Nick Smiar, Todd Stephens, Alex Smith, Jodi Thesing-Ritter, Jean Wilcox

Absent: Robert Hooper

Guests: Kay Magadance, Robert Shaw

The regular meeting of the University Senate Executive Committee was called to order by Chair Harrison at 3:04 p.m. in Schofield 202

1. Without objection, minutes of September 17, 2002 approved as distributed

2. Open Forum
   - Upcoming opportunities to discuss implications of new pay plan
     - Meeting with chairs of departments to discuss all aspects of new pay plan on October 3, 2002
       - Increased power to departments/units
       - How four options in model work
     - Department chairs could then be source of information for DPC chairs
     - Or can always contact Andrew Soll, Ron Satz, or Robert Bolles with questions

3. Review of tentative agenda for October 8, 2002 meeting of University Senate
   - Consensus to approve as distributed pending action on items in Executive Committee today and addition of Faculty Personnel Committee as sponsor of motion on faculty status

4. Update on Nepotism Policy
   - Andrea Gapko distributed three colored sheets (UWS 8, proposed Sanctions section, and proposed Nepotism Policy) based upon research of current nepotism policy and unclassified code of ethics
   - Proposed Nepotism Policy directly from System policy including definition of immediate family
   - Much of what we were attempting to put into nepotism policy actually belongs under conflict of interest and/or consensual relationship policy
     - For person responsible for decision, handbook already spells out action to avoid conflict of interest in UWEC 8.04, listing steps to follow
     - Missing part when others perceive conflict of interest – this contained in proposed Sanctions section that could be added to handbook
     - These two sections would cover wording were trying to come up with for nepotism policy
   - Propose all be part of Chapter 8 in handbook with whole ethics section, instead of in Chapter 5
   - Propose leaving in portion of second paragraph in nepotism policy about no restriction on hiring persons related through affinity (marriage) or consanguinity (blood)
     - Just states pick best person for job despite possible relationships
     - Focus for these two words on hiring
   - Discussion
     - Affinity and consanguinity seemed to be words System Legal objected to in past and took out
     - May still exist in other parts of code
     - Want to be certain not to reintroduce language that caused problem in first place
     - Cannot change meaning or intent of System policy; but if not clear, is appropriate to clarify
     - Perhaps should just use words most people can understand, or add meaning in parentheses
     - Policy refers to Affirmative Action Office because in many instances are consensual relationship issues
   - Question raised about classified staff nepotism policy
• Section (b) of nepotism policy specific to unclassified staff; section (a) is not, so would cover cases where one person is classified staff
• Consensus to check on three items prior to decision on nepotism issue
  • Kay Magadance to check with System Legal, particularly about words affiliation and consanguinity
  • Andrea Gapko to check other System policies for use of words affiliation and consanguinity
  • Susan Harrison to check with Human Resources on corresponding policy for classified staff

5. Changes to University Senate Officers election process
• Proposal would shift timeframe for elections and create vice chair-elect position to parallel chair-elect position
  • Biggest change – academic staff representative to System would be vice chair rather than elected from Academic Staff Personnel Committee
  • Vice chair-elect position allows coming up to speed on personnel issues prior to becoming academic staff representative
  • Results in larger pool from which to elect Academic Staff Representative; also larger population doing electing
  • Also requests 10% assignment for vice chair duties
• Discussion
  • Both officers would be on personnel committees in ex officio capacity
  • Proposal was discussed by Academic Staff Personnel Committee at last meeting
    • Consensus that proposal good and increased balance in Senate
    • Concern that Academic Staff Representative have personnel experience taken care of
    • Potential scenario where faculty could elect Academic Staff Representative because of numbers in University Senate was an issue with some members
    • Committee would like to take some time to look at proposal
  • Academic Staff Representative now elected by and from Academic Staff Personnel Committee
    • Generally not much of election because whomever can handle added responsibility gets job
    • Could ask for a split vote on Senate floor; ought to be elected by and from group
    • Could require chair be elected by and from faculty and vice chair be elected by and from academic staff
      • Would mean chair not voted on by academic staff and vice versa
    • Perhaps academic staff should discuss as group; not just personnel committee
    • Could send out survey to hear concerns
  • Issue should be sent to Faculty Personnel Committee as well
• Consensus to put off issue until discussed by Faculty Personnel Committee and input from academic staff solicited

6. Miscellaneous Business - None

7. Announcements – None

8. Moved by Nick Smiar and seconded at 3:53 p.m. that the committee go into closed session under Wisconsin Statute 19.85(1)(c) to consult on appointments to the Service-Learning Advisory Council and the various student hearing committees

Motion PASSED unanimously by affirmative votes from following members: Susan Harrison, Jodi Thesing-Ritter, Alex Smith, Andrea Gapko, Jean Wilcox, Ken De Meuse, Todd Stephens, Andrew Phillips, Rose Jadack, Connie Russell, Cleo Powers, Don Bredle, Nick Smiar, Ron Satz

Provost Satz and Assistant Dean Shaw present to hear comments of committee on proposed nominees for appointments

Academic Staff Personnel Committee to address issue of adding academic staff to committee considering student nonacademic misconduct

Meeting adjourned at 4:12 p.m.

Wanda Schulner
Secretary to the University Senate